

MONTANA EDUCATOR PERFORMANCE APPRAISAL SYSTEM

FRAMEWORK FOR PRINCIPALS

<p><u>DOMAIN 1: VISION AND GOALS</u></p> <p>1a Assessing Data *Uses multiple sources of information *Assists in analyzing data *Uses data to establish goals for student achievement *Uses goals for instructional programs</p> <p>1b Implementing Vision and Goals *Provides leadership for major initiatives and change efforts *Commitment to continuous school and/or district improvement</p> <p>1c Promoting Vision and Goals *Promotes high expectations for teaching and learning *Committed to students successful future educational goals</p> <p>1d Communicating the Vision and Goals *Communicates effectively to stakeholders *Regularly monitors, evaluates, and revises school and/or district goals</p>	<p><u>DOMAIN 2: CULTURE OF LEARNING</u></p> <p>2a Advocating a Culture of Learning *Articulates desired instructional program *Shows evidence of reinforcement of instructional program and culture *Provides leadership for assessing, developing and improving school and/or district culture</p> <p>2b Monitoring the Culture of Learning *Evaluates staff *Uses variety of sources of information to make decisions *Monitors and evaluates effectiveness of curriculum, instruction, or assessment of students *Provides ongoing coaching</p> <p>2c Sustaining the Culture of Learning *Ensures staff has professional growth opportunities *Accessible and approachable by staff, families and communities *Visible in school and/or district communities *Supports the use of technology in teaching and learning</p> <p>2d Maintaining the Culture of Learning *Systematically and fairly recognizes accomplishments of staff and students *Uses and analyzes data for developing programs and strategies</p>
<p><u>DOMAIN 4: MANAGEMENT OF LEARNING</u></p> <p>4a Maintaining Professional Relationships *Fosters and maintains positive professional relationships with staff *Is respectful of others' opinions *Demonstrates an appreciation for and sensitivity to diversity in the school and/or district community</p> <p>4b Promoting Family and Community Involvement *Collaboratively works to establish a culture that encourages and welcomes families and community members *Seeks ways in which to engage families and community members in student learning</p> <p>4c Demonstrating Fairness *Fair and consistent when dealing with students and staff *Demonstrates values, beliefs, and attitudes that inspire all students and staff</p> <p>4d Growing and Developing Professionally *Chooses and participates in professional growth</p>	<p><u>DOMAIN 3: PROFESSIONAL RESPONSIBILITIES</u></p> <p>3a Solving Problems or Concerns *Addresses and resolves issues as they arise *Works to prevent potential problems *Maximizes opportunities for learning for all students</p> <p>3b Managing Resources *Manages fiscal and physical resources responsibly, efficiently, and effectively *Protects instructional time *Manages time so that teaching and learning are a high priority</p> <p>3c Complying with Policies and Procedures *Complies with federal and state law and district policies *School and/or district contractual agreements are effectively managed *Maintains confidentiality and privacy of school and/or district records</p> <p>3d Protecting the Welfare and Safety of Students and Staff *Ensures safe and secure school and/or district environment *Ensures a culture that is conducive to teaching and learning</p>



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Adapted from: Danielson, C. (2007). *Enhancing professional practice: A framework for teaching*. 2nd Ed., Alexandria, VA.

August 2013

Montana Educator Performance Appraisal System Cycle

(Montana-EPAS – Principal Cycle)

AUG - SEPT

